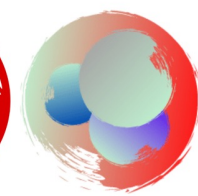




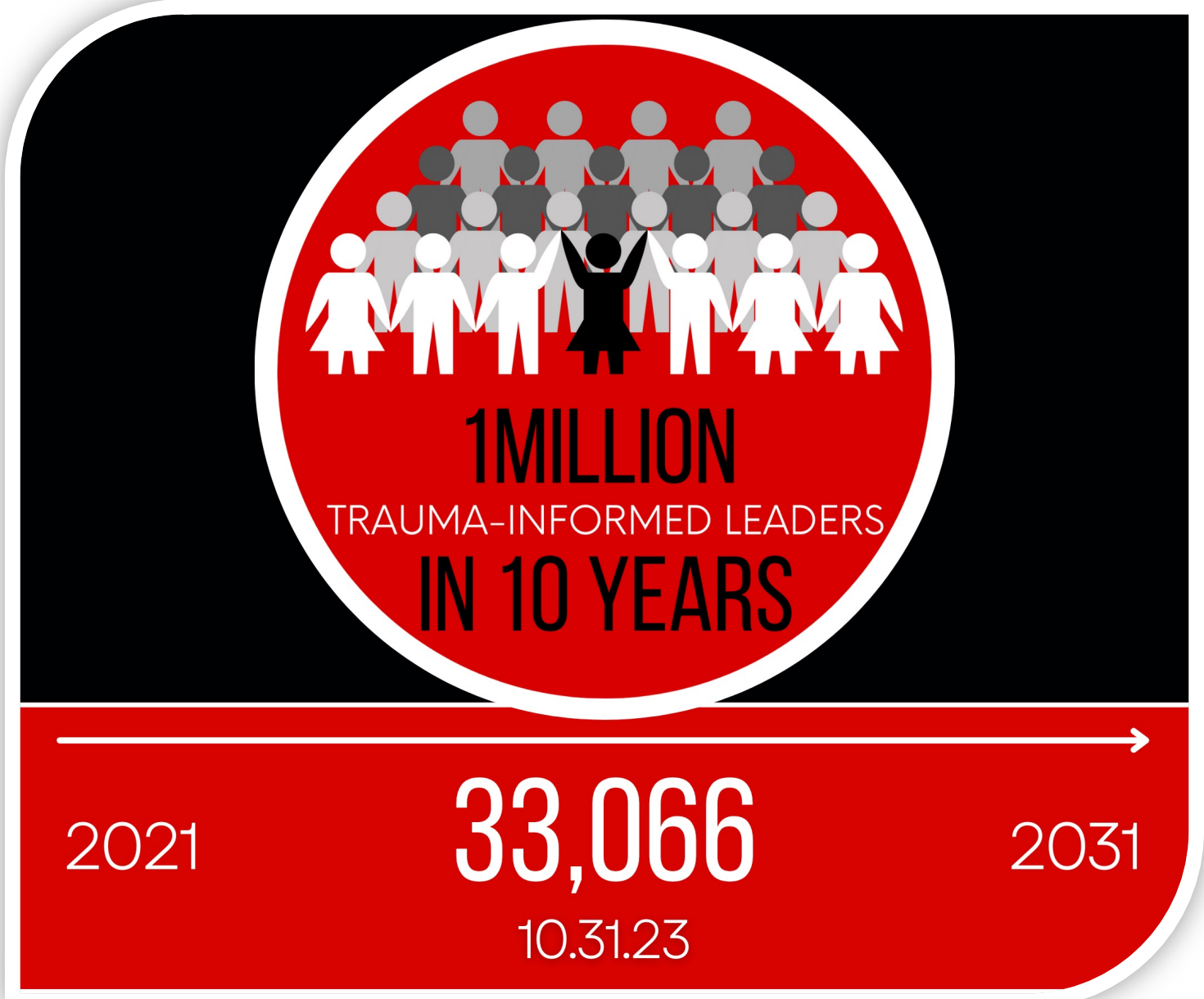
3 ^ 3
THE POWER OF 3 TM

DEVELOPING YOUR TRAUMA-INFORMED WORKPLACE WORK PLAN



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Consulting

1M TRAUMA-INFORMED LEADERS BY 2031



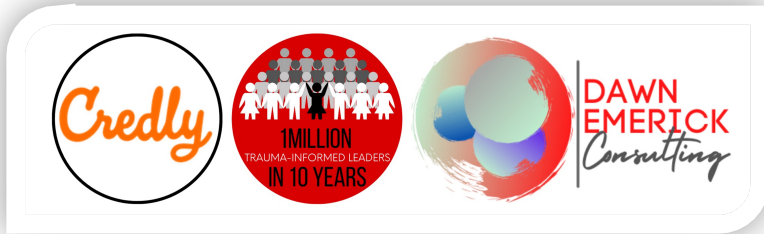
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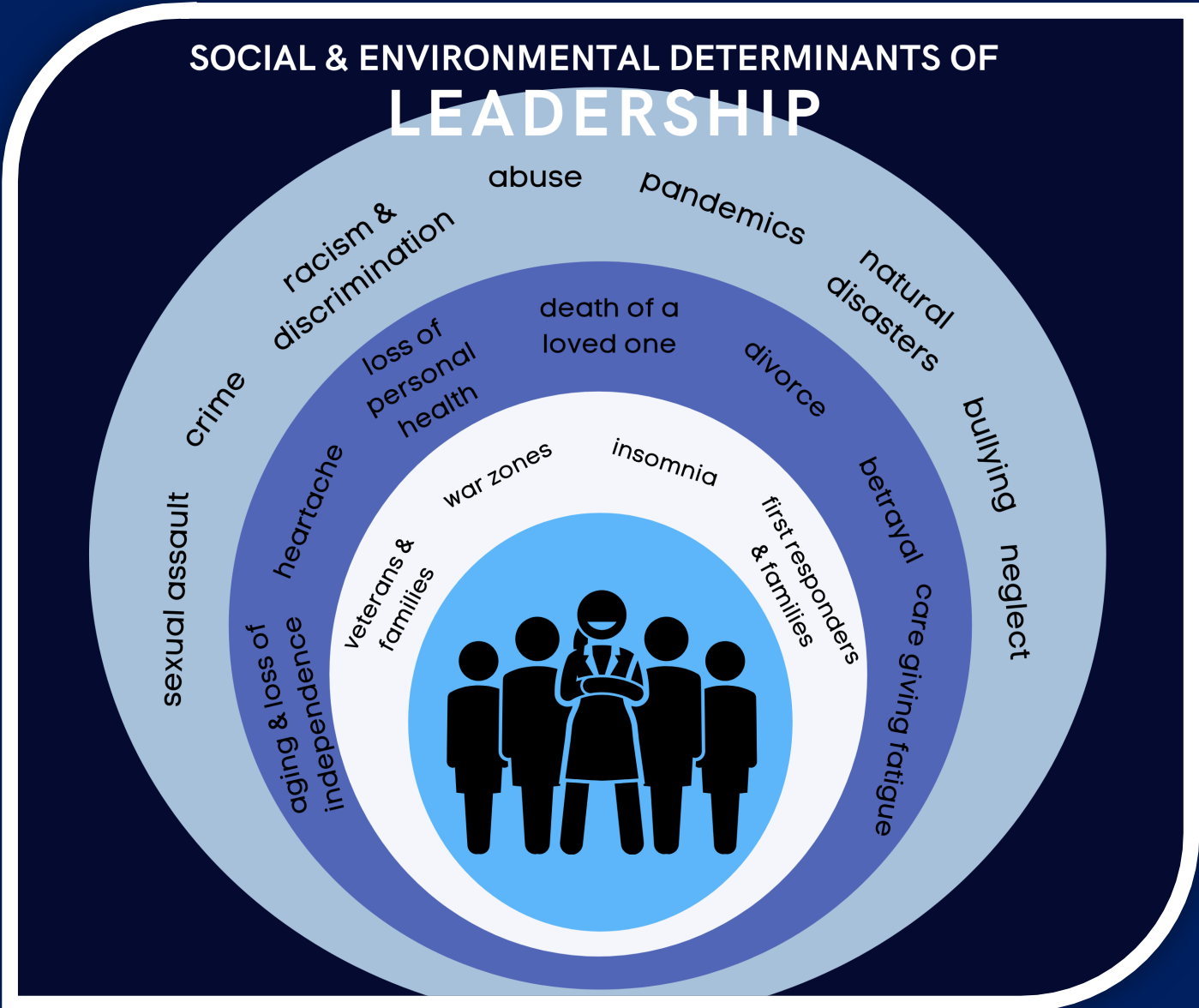


DIGITAL BADGE



TRAUMA AND THE WORKPLACE

**DO NO
HARM**



LET'S GET STARTED



LET'S GET STARTED



LET'S GET STARTED



TRAUMA

DO NO
HARM

Trauma is... **Event + Experience = Effect**



Adapted from Janina Fisher

TRAUMA-INFORMED LEADERSHIP IS **NOT** THE SAME AS TRAUMA-INFORMED CARE

TRAUMA-INFORMED CARE

In a Trauma-Informed agency, all staff must attend New Employee Orientation and receive training in the areas of Mental Health, Substance Abuse, HIV/AIDS, Child Abuse, Discrimination/Sexual Harassment, Confidentiality, De-escalation Techniques, and Security/Active Shooter. Front line staff also receive First Responder and CPR training. All staff must pass a Level II background screening.

TRAUMA-INFORMED LEADERSHIP

Trauma-informed leadership is actualized when leaders and supervisors acknowledge how their own social and emotional needs and experiences influence the way they interact, communicate, influence, and engage with anyone who has an interest in their success, the success of others and the success of their organization. They can recognize their own stress responses, awareness to pause, and the confidence to make decisions using a Do No Harm lens.



TRAUMA-INFORMED LEADERSHIP

DO NO HARM

ETHICS: The study of a system if decision-making based in moral principles.

MORALITY: Traditions if belief about right or wrong human conduct.

BENEFICENCE: A concept that scientific research should have a goal of welfare of society. A **Do No Harm** tenet.

1. One should not inflict harm
2. One should remove harm,
3. One should prevent harm,
4. One should optimize benefits-- “do good”



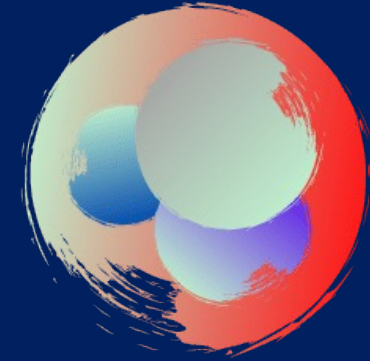
DO NO HARM

7 STEPS TO ETHICAL DECISION-MAKING

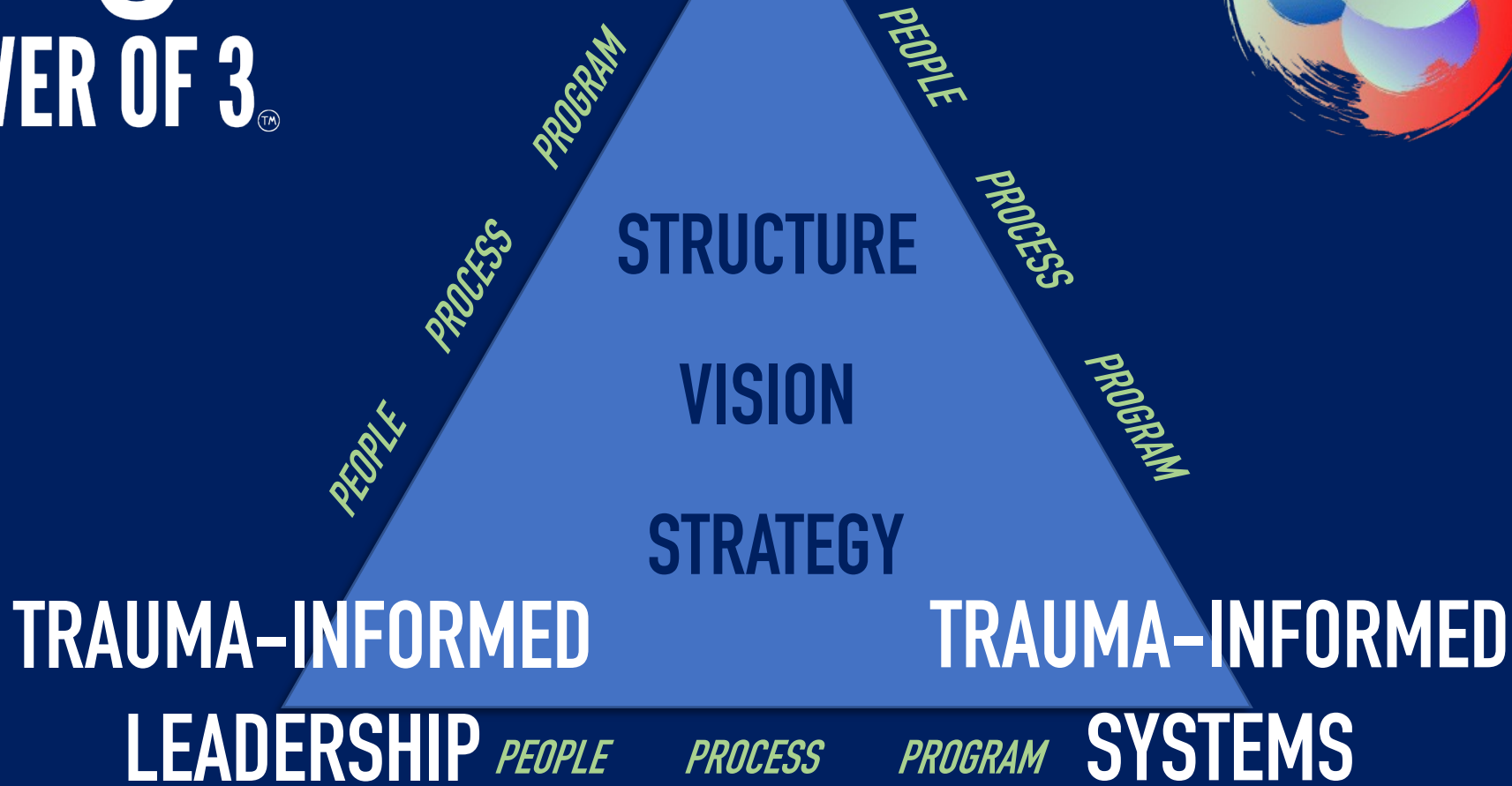
1. **STATE THE PROBLEM:** There is something about this decision that makes me uncomfortable
2. **CHECK THE FACTS:** Who are the persons involved, laws, policies, professional codes etc. . .
3. **IDENTIFY RELEVANT FACTORS:** Levels of trust and beneficence
4. **DEVELOP A LIST OF OPTIONS:** Avoid “dilemma”, not “yes” or” no”, but rather whom to go to or what to say
5. **TEST THE OPTIONS:** Harm test, publicity test, defensible test, reversibility test, colleague test, professional test, organization test
6. **MAKE A CHOICE:** Based on steps 1-5
7. **REVIEW STEPS:** How do you reduce the likelihood that you will need to make a similar decision again?

3 ^ 3
THE POWER OF 3.™

**ORGANIZATIONAL
ENVIRONMENT**

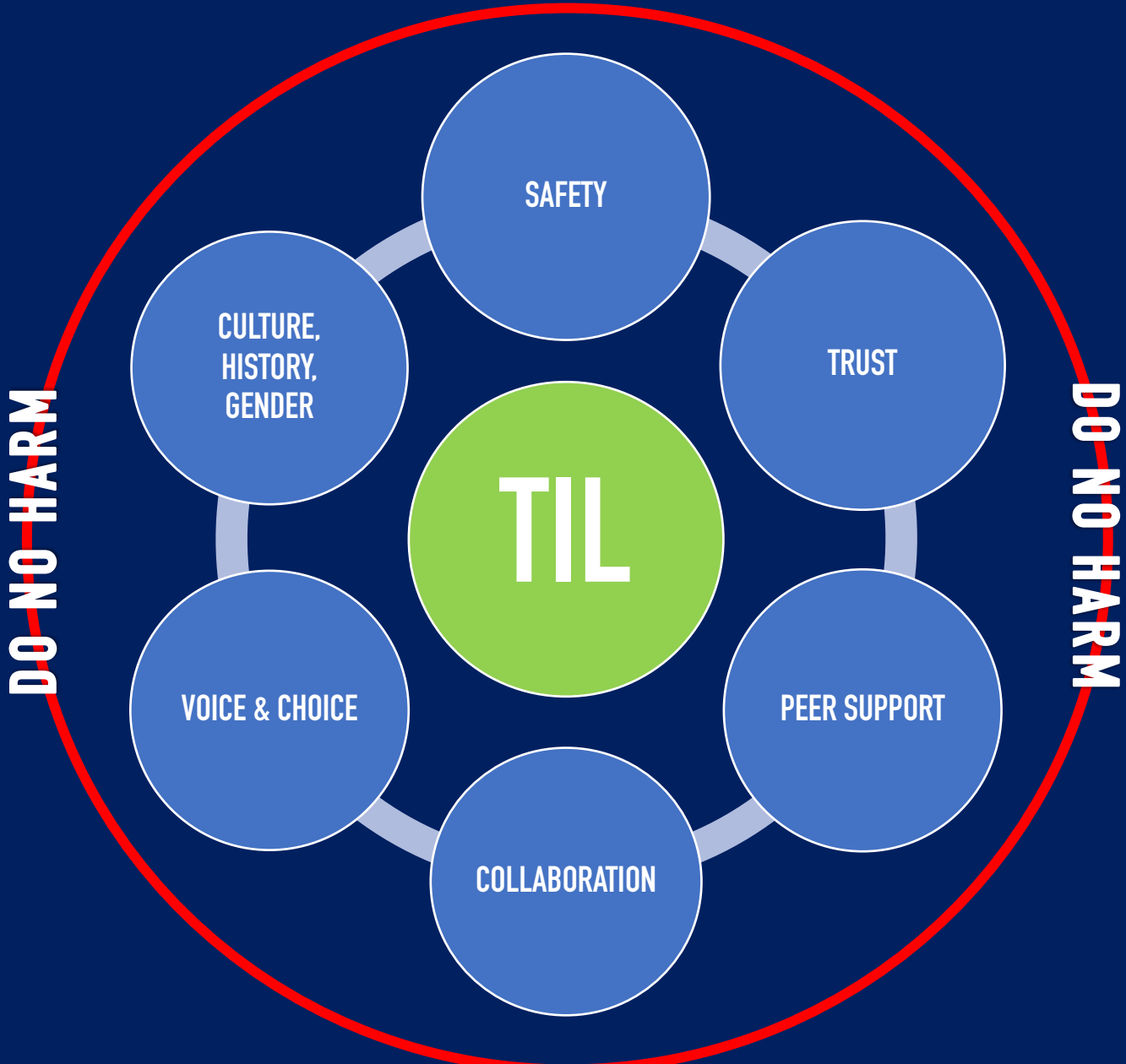


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TRAUMA-INFORMED LEADERSHIP



TRAUMA-INFORMED SYSTEMS

GOVERNANCE



**CHANGE
MANAGEMENT**



**PHYSICAL
ENVIRONMENT**



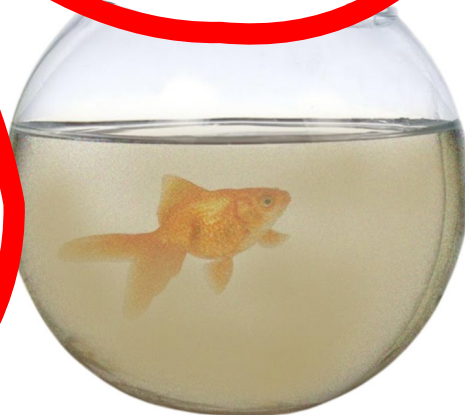
POLICY



**QUALITY
IMPROVEMENT**



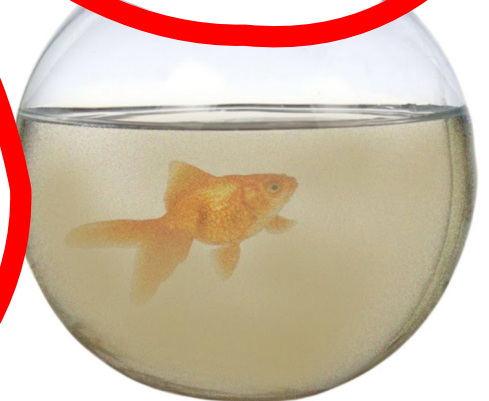
FINANCE



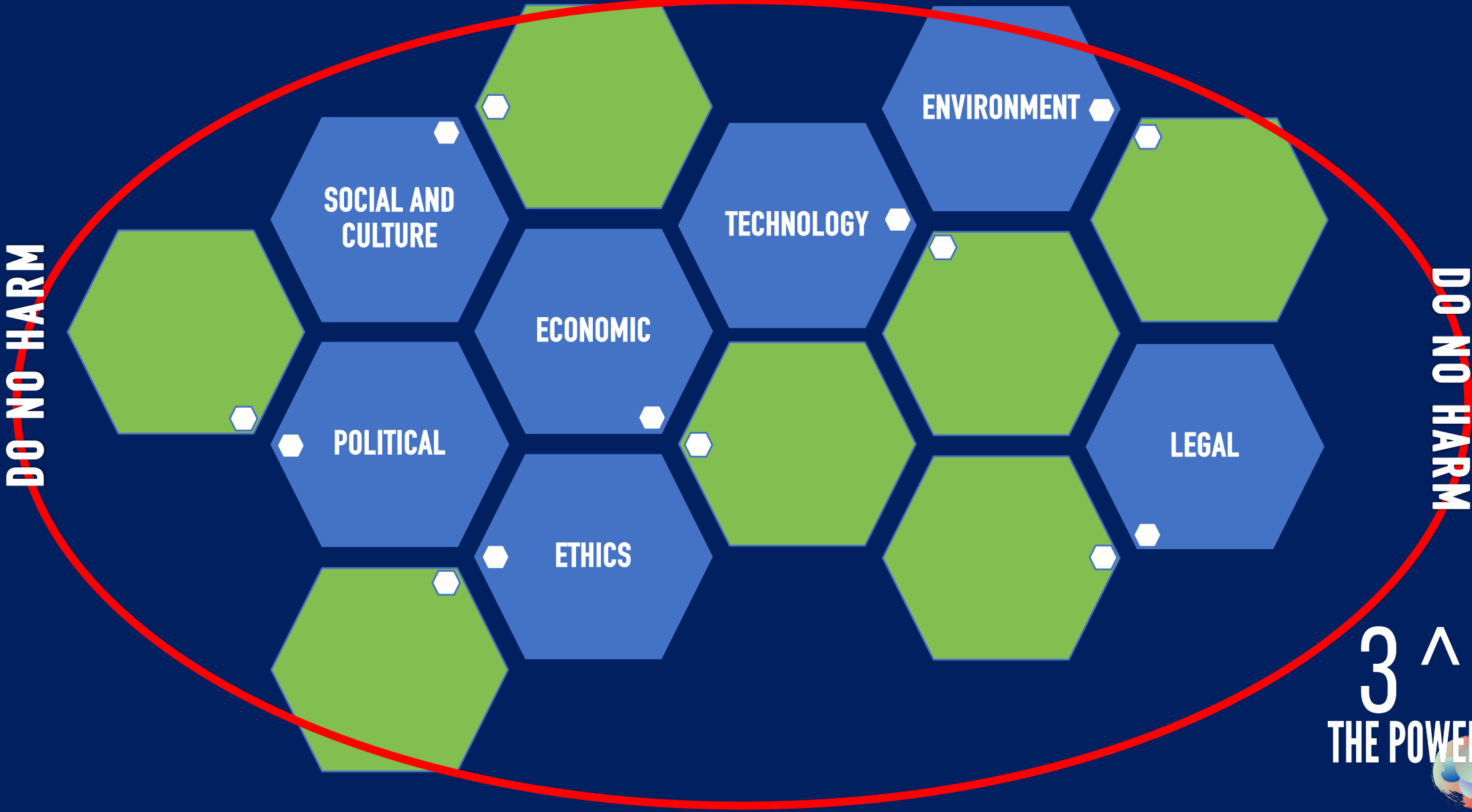
**TALENT ACQUISITION
& DEVELOPMENT**



METRICS



ORGANIZATIONAL ENVIRONMENT



3^3
THE POWER OF 3
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BENEFIENCE IN LEADERSHIP



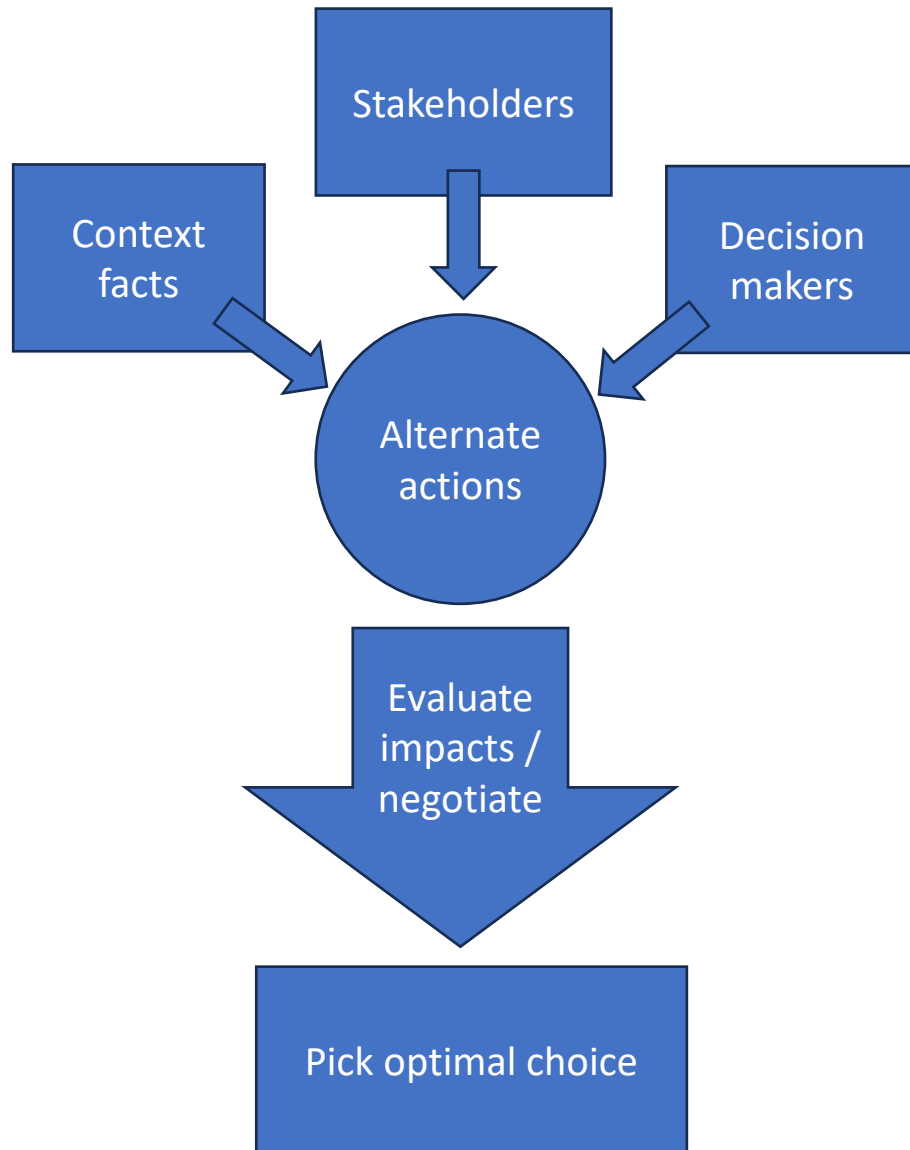
DO NO HARM



COMPONENTS OF THE WORKPLAN

3 ^ 3
THE POWER OF 3™

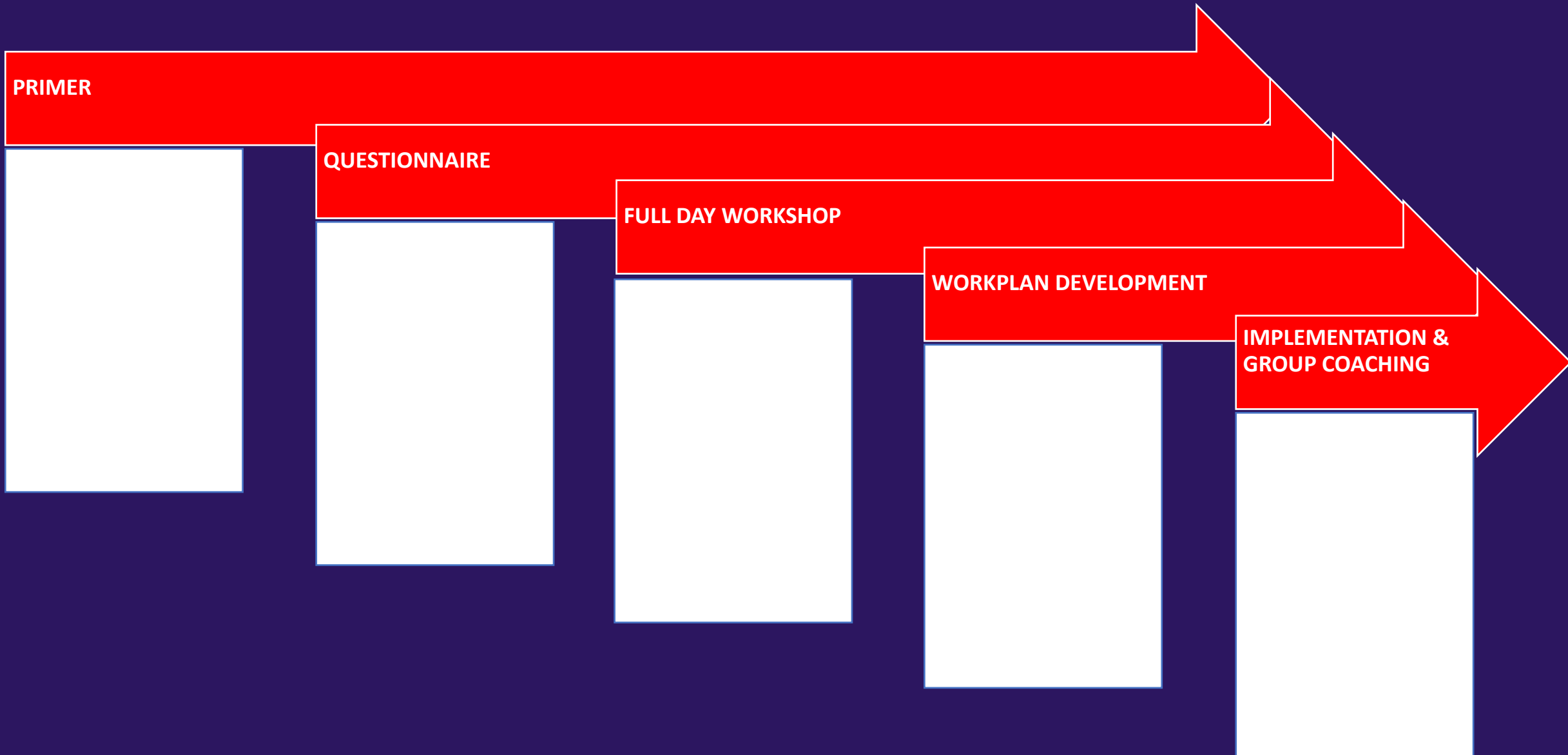
- **LITERATURE REVIEW**
- **DO NO HARM**
- **ENGAGE AND TRAIN**
- **ASSESS THE ORGANIZATION & SHARE RESULTS**
- **DEVELOP RECOMMENDATIONS**
- **IMPLEMENT & REINFORCE**
- **REASSESS**



DO NO HARM

- 1. TRUST, RESPECT, DISAGREEMENT WITHOUT PERSONAL ATTACKS**
- 2. BEING JUDGEMENTAL VS. MAKING A JUDGEMENT**
- 3. EMPHASIZE PROCESS VS. CONCLUSION**
- 4. UNCERTAINTY IS OK**
- 5. DESCRIPTION THEN PRESCRIPTION**

TIMELINE



TRAUMA-INFORMED WORKPLACE STANDARD DOMAINS

GOVERNANCE, LEADERSHIP AND WORKPLACE	SUPERVISION, SUPPORT AND ENGAGEMENT
ENVIRONMENT AND SAFETY	WORKFORCE DEVELOPMENT
HIRING, ONBOARDING AND RETENTION	SYSTEMS CHANGE

TRAUMA-INFORMED WORKPLACE STANDARDS

TRAUMA INFORMED LEADERSHIP AND WORKPLACE STANDARDS

Directions: On a Likert scale of 1 to 5, rate the workplace on each of these domains:

- 1 = Not at all
- 2 = Have in name only
- 3 = In the beginning stages of development
- 4 = Developed but not yet implemented fully
- 5 = Completely developed

TRAUMA INFORMED LEADERSHIP AND WORKPLACE STANDARDS	1	2	3	4	5
Governance, Leadership, and Workplace					
All members of the leadership team have received trauma-informed leadership training					
All members of governance have received trauma-informed leadership training					
All vendors responsible for helping to advance the workplace's mission have received trauma-informed leadership training					
Trauma-informed leadership appears as core principles in the workplace's policies, mission statement, strategic planning, KPIs and performance reviews					
Employee handbook reflects principles of transparency, predictability, and inclusiveness allowable under employment law and contracts					
Continuous assessment of workforce wellness policies and programs					
Quality improvement and change management policy, practice and procedures are implemented with a do no harm lens.					
Environment and Safety					
Physical space is regularly reviewed and assessed for actual or perceived safety concerns					
Physical environment regularly reviewed and is assessed for staff inclusiveness					
There is a designated wellness room for staff to practice self-care					

TRAUMA-INFORMED WORKPLACE STANDARDS

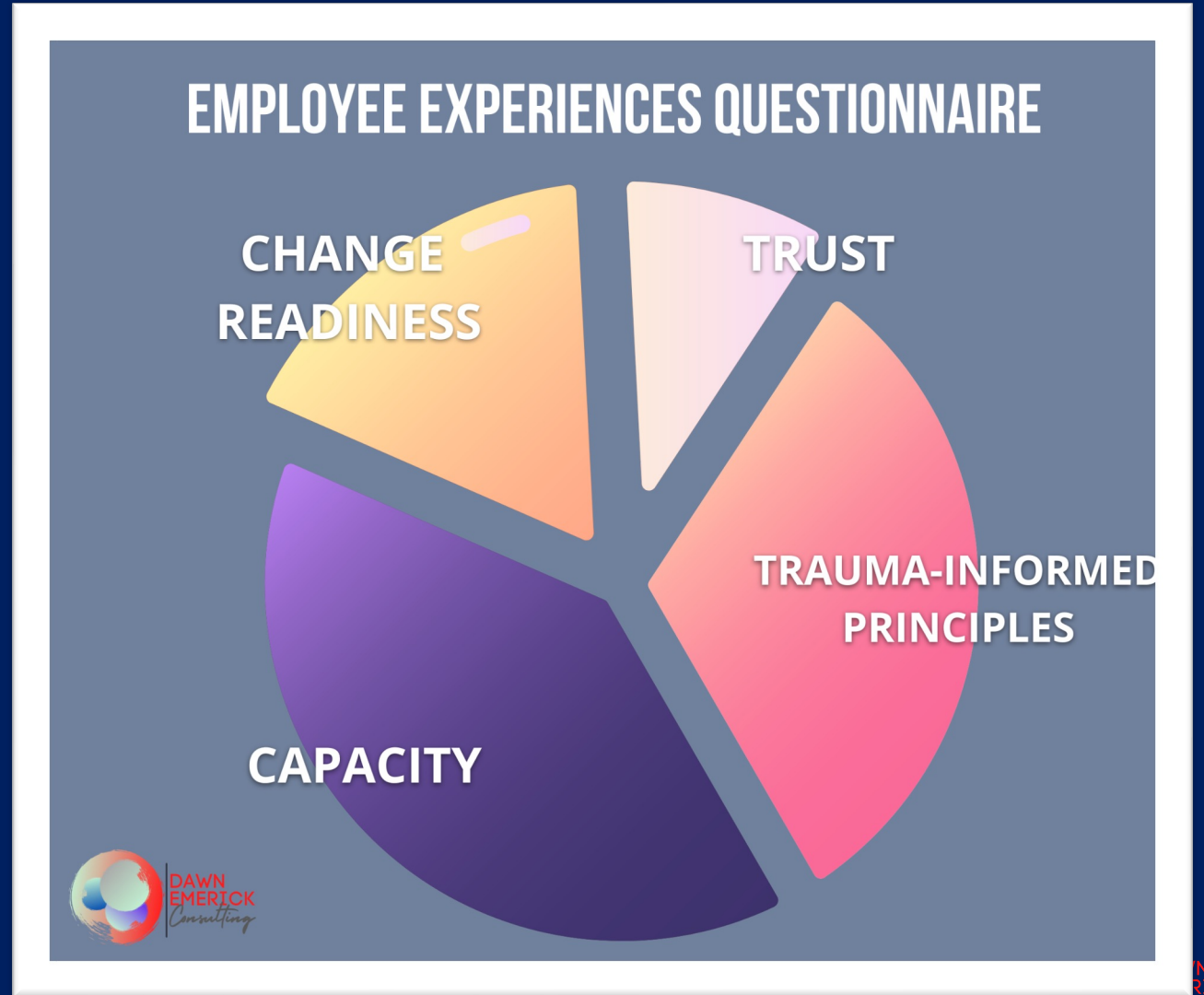
POWER OF 3 WORKPLAN PRIORITIES

TRAUMA INFORMED LEADERSHIP & WORKPLACE STANDARDS	CURRENT STATE (1-5)	PRIORITY (GREEN, YELLOW, RED)	FUTURE STATE (WHAT DOES THIS LOOK LIKE)
1 = Not at All; 2 = Have in Name Only ; 3 = In the Beginning Stages of Development; 4 = Developed but not yet implemented fully; 5 = Completely Developed			
Governance, Leadership, and Workplace (2.53)			
All members of the leadership team have received trauma-informed leadership training	3 4 3 4 (3.5)	RED GREEN GREEN RED	<ul style="list-style-type: none"> Managers need to be included All members should have the training. All leadership completes TI leadership training, ongoing plan includes all supervisors receiving trainings (new-hire training plans) All management team members will receive TI training. New hires will receive at onboarding.
All members of governance have received trauma-informed leadership training	1 2 2 2 (1.75)	YELLOW YELLOW GREEN YELLOW	<ul style="list-style-type: none"> Interactive/Receive training from Dawn Not sure whom in governance has completed training. Most should complete Some training. All PC & Board received TI leadership training; ongoing annually Overview of TI and then a part of onboarding.
All vendors responsible for helping to advance the workplace's mission have received trauma-informed leadership training	1 1 1 2 (1.25)	GREEN RED RED YELLOW	<ul style="list-style-type: none"> All leaders are trained and have an understanding TIC Leadership/Multi-year plan created with vision for vendors and how we will get them on board. Define "vendors"; define parameters as to who would need this training, see the importance at a later point once the agency is TI trained TI training would be offered on and ongoing basis to all contracted childcare providers. Stipends for completion.
Trauma-informed leadership appears as core principles in the workplace's policies, mission statement, strategic planning, KPIs and performance reviews	2 2 2 3 (2.25)	RED GREEN YELLOW RED	<ul style="list-style-type: none"> Revised policies, mission statement, strategic planning, and performance reviews. I don't know where our policies, mission, and performance reviews incorporate trauma-informed leadership. This is a priority; however, a lot needs to happen first. The leaders need to understand TI across the board before this next important step take place

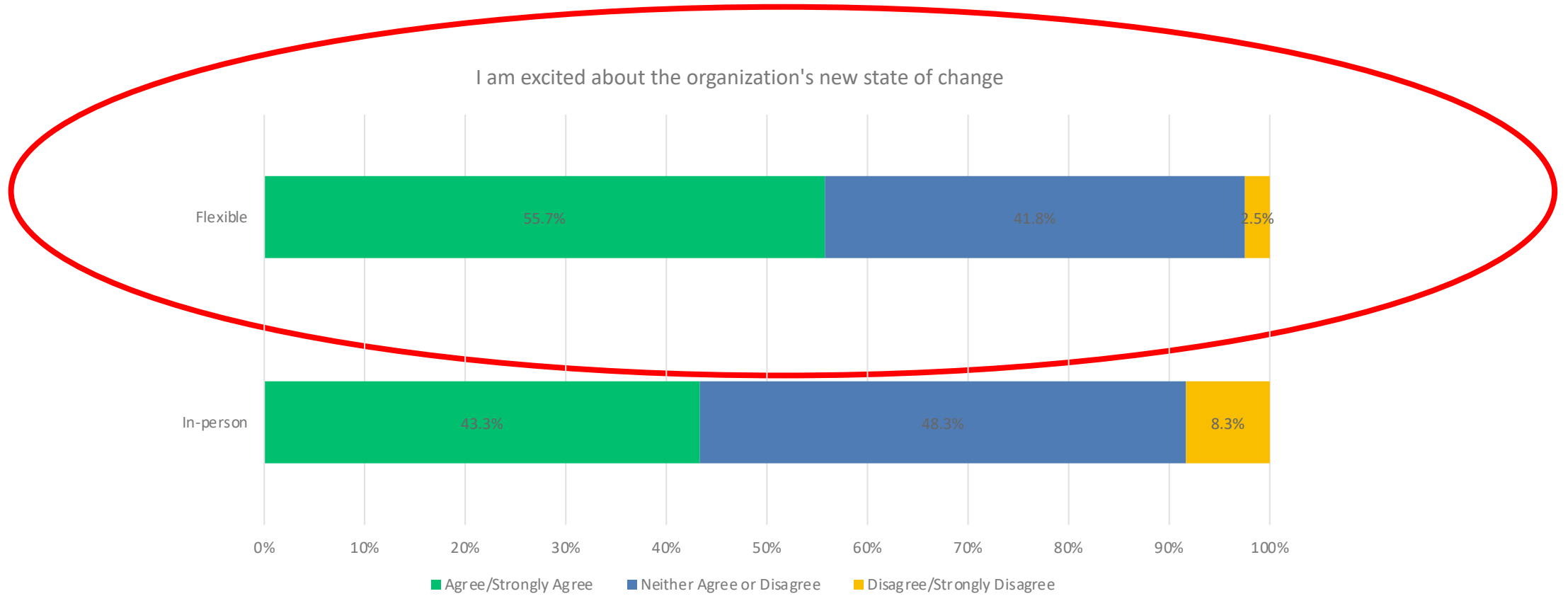
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ASSESS YOUR ORGANIZATION

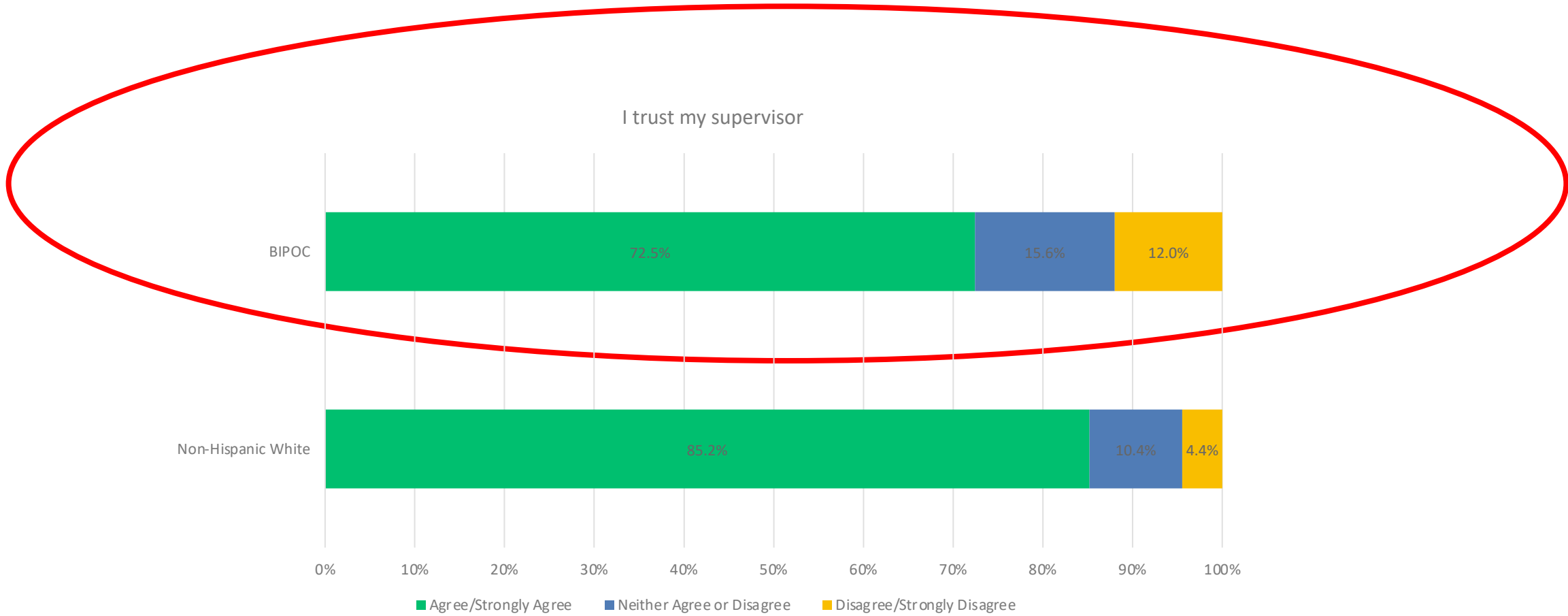
- Change Readiness
- Trust
- Capacity
- Trauma-Informed Principles



Change Readiness Subscale

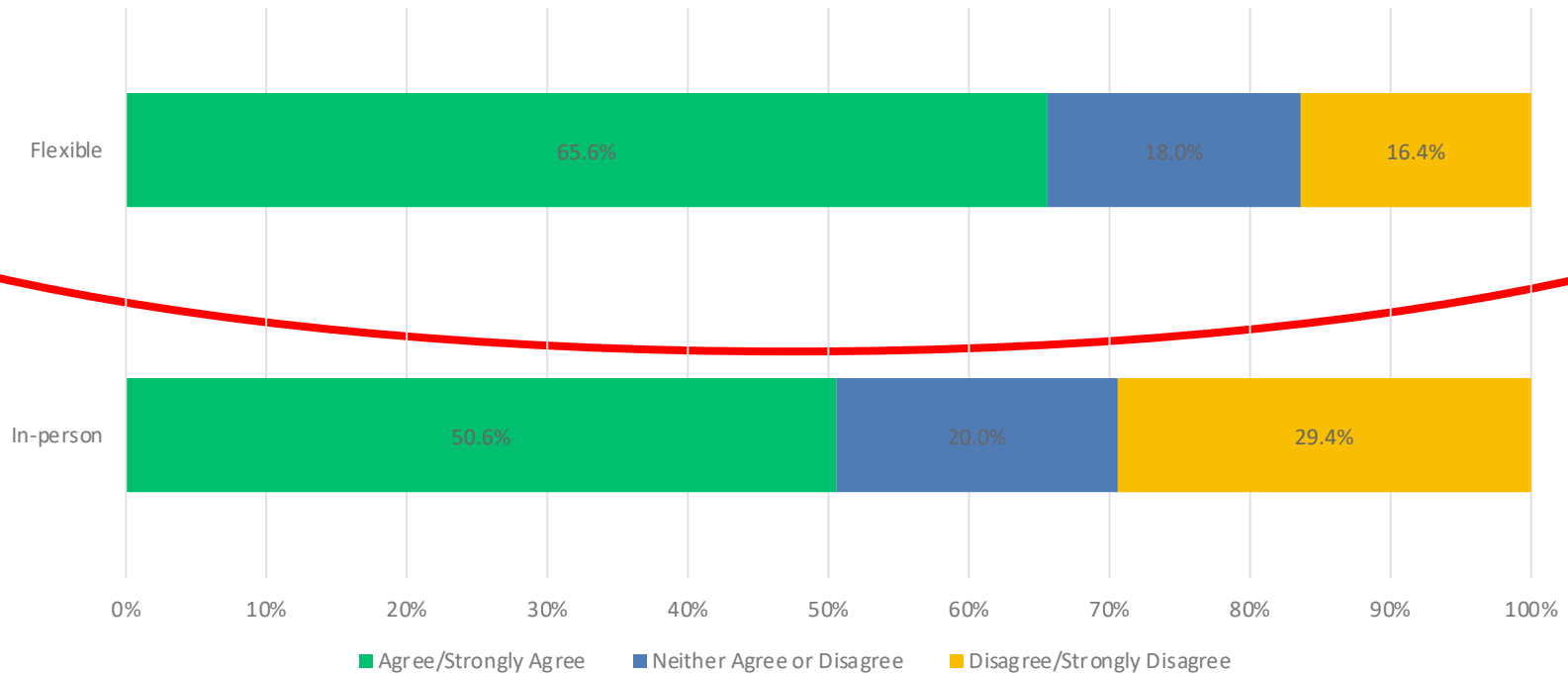


Trust



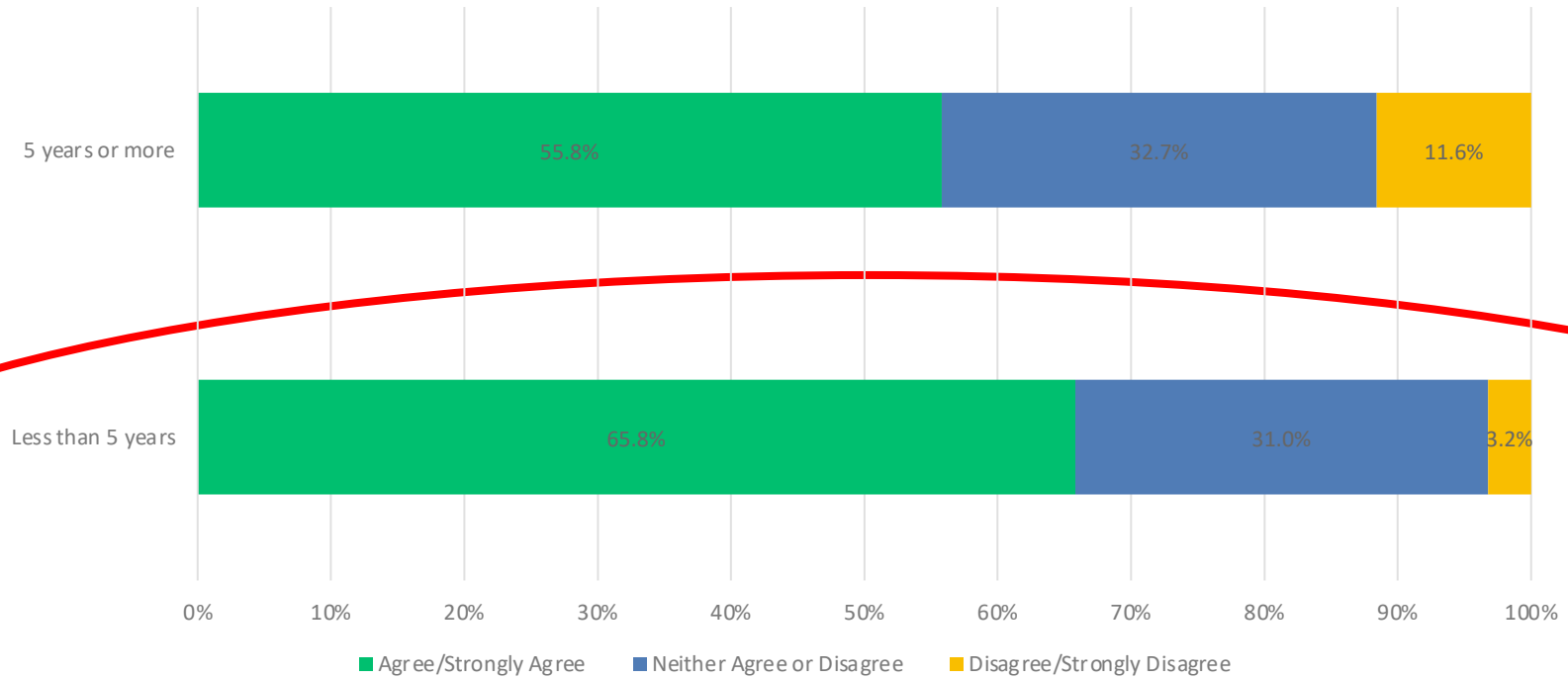
Capacity

I have experienced new levels of personal stress over the last 12 months



Trauma Informed Principles

My supervisor has created policies and procedures to mitigate racial trauma or discrimination



WORK PLAN WITH RECOMMENDATIONS



1 Million Trauma-Informed Leaders by 2031

XXXXXXXXXX

Trauma-Informed Leadership & Workplace Workplan

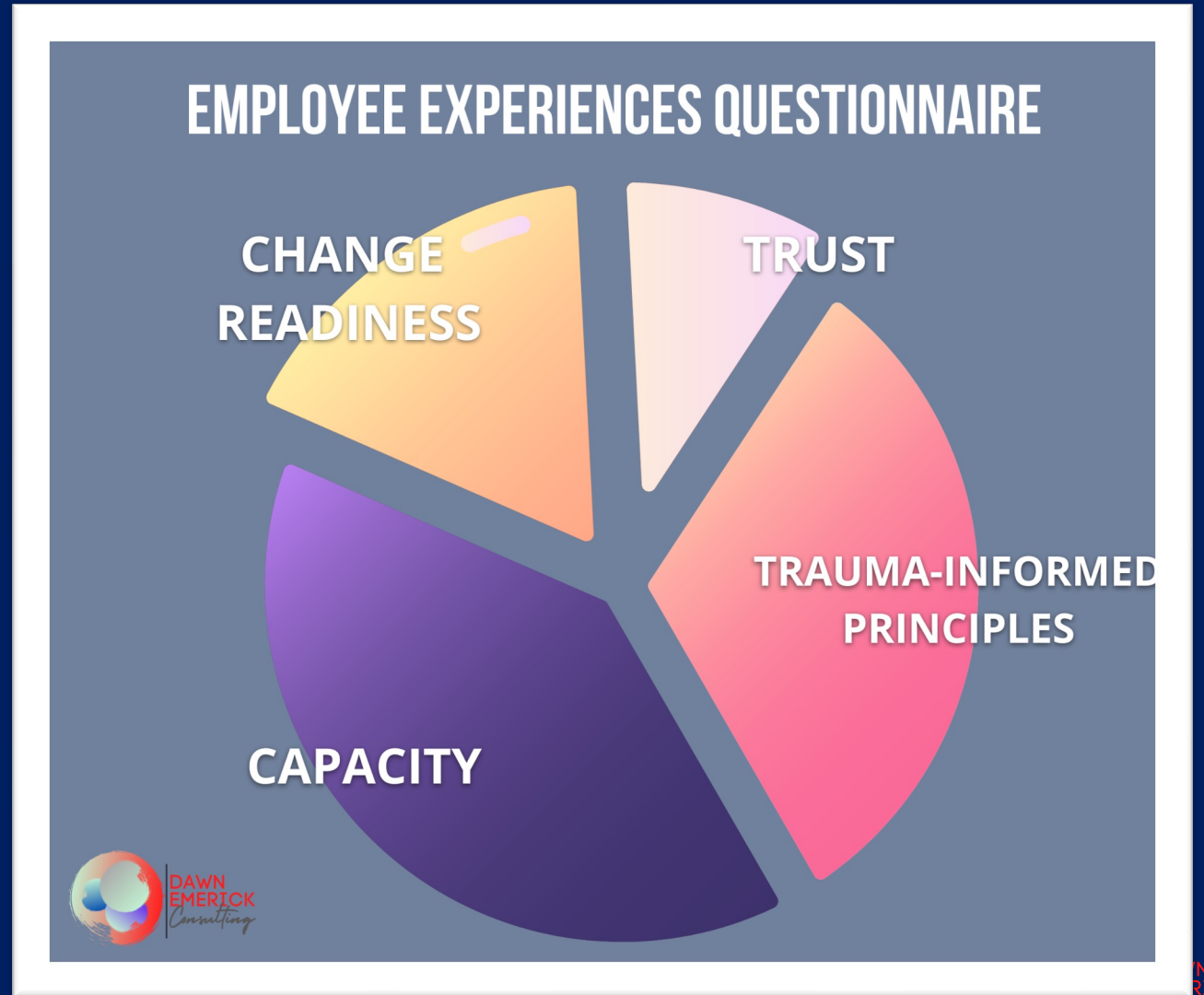
Prepared January 2023
Completed March 2023

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REASSESS YOUR ORGANIZATION

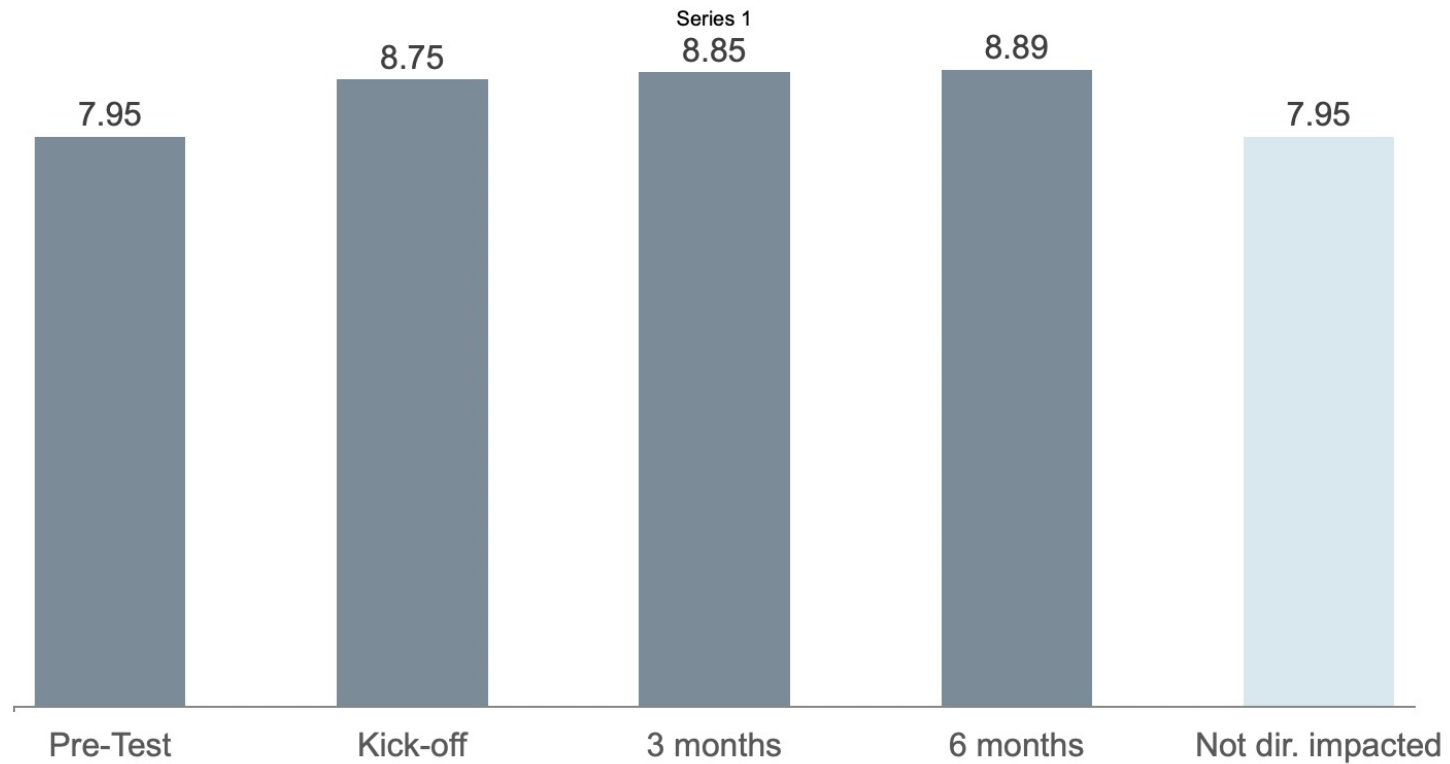
- Change Readiness
- Trust
- Capacity
- Trauma-Informed Principles



REASSESS

Measuring Trust and Morale

On a scale of 1 to 10 circle your level of confidence that the Public Health Division is heading in the right direction?



WHAT YOU AND YOUR LEADERSHIP CAN DO IMMEDIATELY

- **Assess Your Own Trauma (& mental health); Examine Your Do No Harm Leadership Style**
- **Assess Your Staff's Sense Of Well-being and Experiences In The Workplace**
- **Address Root Causes Of Stress Responses and Mental Health Challenges**
- **Require Mental Health First Aid and Trauma Informed Leadership+ Workplace Training For All Employees and Governance**
- **Provide Comprehensive and Affordable Mental Health Services**
- **Incorporate Trauma-Informed Principles Into ESG'S and Performance Metrics For Anyone Leading A Team**
- **Create An Emotionally Safe and Anti-stigma Culture Through Culture Ambassadors And Updated Talent Recruitment and Onboarding Policies**

CELEBRATE

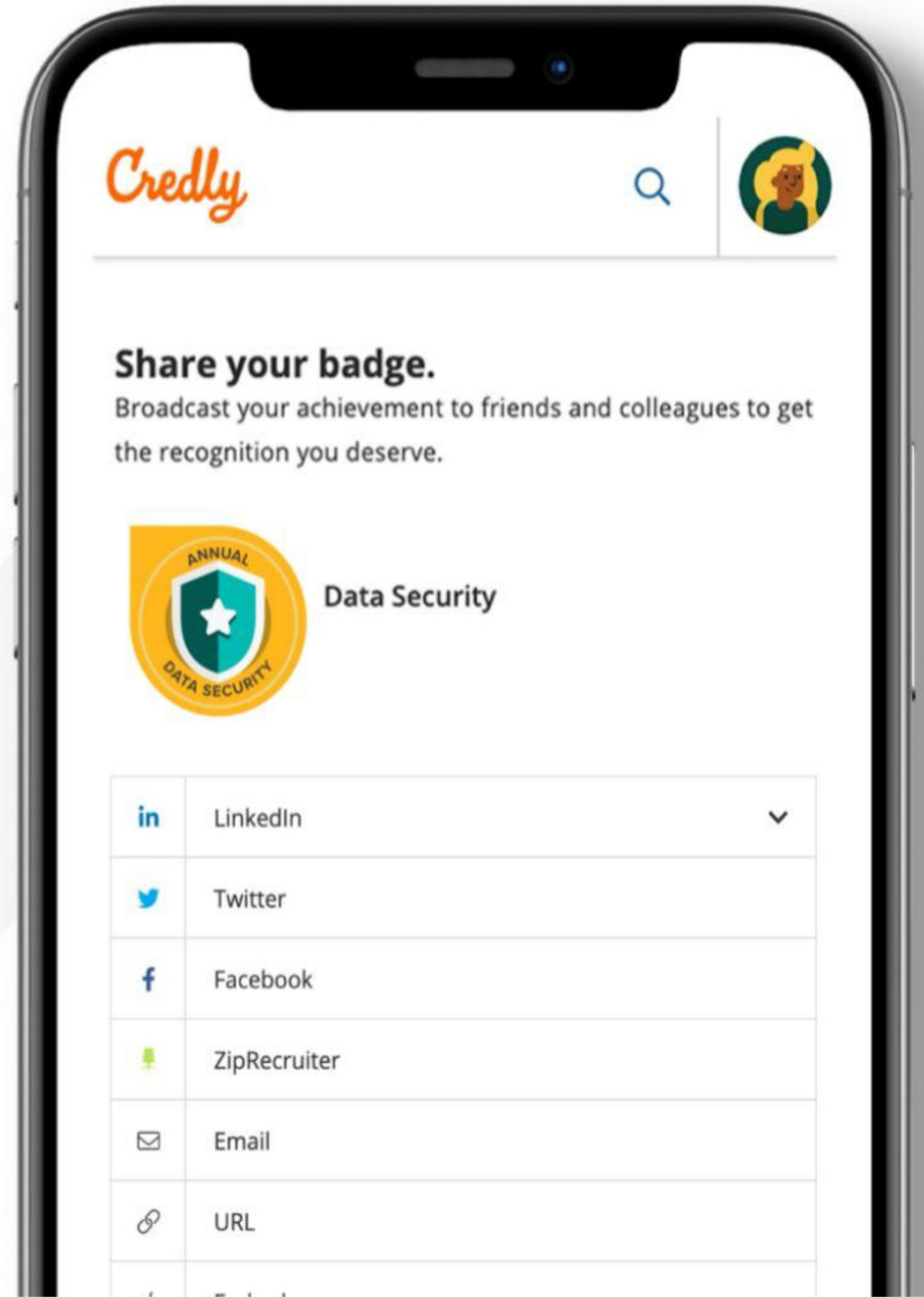
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WORK PLAN DEVELOPMENT & IMPLEMENTATION

LITERATURE & RESOURCES

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1MILLION

TRAUMA-INFORMED LEADERS

IN 10 YEARS

Dr. Dawn Emerick



QUESTIONS?

dawnemerickconsulting@gmail.com

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